Communiqué

NOVEMBER, 2004

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PRESIDENT'S REPORT

CPLED - A Positive Change in the Delivery of the Bar Admission Program

William Johnston
President

There is a wonderful current song by a group named "Bowling for Soup" called "1985." If you have not heard it, you should. If you have, listen to it again.

The lyrics tell an amusing story of a "mid life crisis" experienced by a woman. She believes that she is current and with it, but is "pre-occupied with 1985". As a

result, her "two kids in high school, tell her that she's uncool." Accordingly, she hates time and wishes that it would stop.

Like it or not dinosaurs, time is similarly marching on with the practice of law.

The Law Societies of Manitoba, Saskatchewan and Alberta came to this realization in 2002 and began to make plans for a new, modern, state of the art method of delivering a "uniform" Bar Admission Program.

The challenge was to create a program that enhanced the future "mobility" of lawyers, focussing on "competencies" rather than substantive law, to be provided in a much more cost effective manner by making use of modern technology and methods.

What was wrong with the old Bar Ad program? We did okay with it, didn't we? If it ain't broke, don't fix it!! When did Motley Crue become classic rock?

The fact is that the old program did have its problems. Our Law Societies received annual complaints that: the exams were too hard/easy; the workload was "law school all over again" or too boring; there was no consistency of quality from one unit to another; the Friday classes took students away from the office too much; or there was nothing practical in the program. Just as important, the costs were ever increasing and beginning to be prohibitive.

The solution? Combining the resources of three neighbouring jurisdictions to create a "uniform" program that is skills-based (as opposed to substantive law), and that is provided "on-line", thereby efficiently delivering a "standardized" program by employing the wonders of modern computer technology.

On July 15, 2004 the Law Society of Alberta commenced its first program, and the Centre for Professional Legal Education (CPLED) was launched. Saskatchewan followed in early August. Manitoba, wisely letting others incur the first bumps in the road, began its first classes on August 29, 2004.

In all, 296 students are in the process of becoming the inaugural graduating group. In January, Alberta will start an additional 150 students, bringing the 2004/05 class in CPLED to almost 450.

The course assumes that graduating law students have a foundation in substantive law. It, then, trains and evaluates the Bar Admission candidates on the eight "competencies" of practice:

1. Problem solving;
2. Writing (i.e. correspondence);
3. Drafting (i.e. documents);
4. Legal research;
5. Interviewing;
6. Advocacy and Dispute Resolution;
7. Practice Management; and
8. Ethics.

The program is taught "on-line" supervised by "learning group facilitators" who are available to the students through "chat rooms".

And yes, there is a small amount (maybe 10%) of "distinct" or unique law for each jurisdiction that is available during the program. Also, there are still a few occasions during the year when the students must be "in person". CPLED accommodates these realities in the most efficient and unobtrusive way.

Sure there are some challenges. Any time that you "invent the wheel" there will be some growing pains. The Law Society is listening and is sensitive to concerns that have been expressed by both principals and students. There will be some "tweaking" as the program evolves.

My message? Please bear with it. It is the "right thing" for the future and we all will be better off in the long run. The students will have superior training to what it was like "when there was still music on MTV". Practitioners will have better trained, better qualified associates and partners in the future. In the present, your practising fees will not have to absorb the cost of an inefficient, old system.

We are asking all of you to be "team players" in this pursuit. If your student is in the office every Friday, then please, remember that they have assignments to complete, units to read, and skills assessments to prepare for. GIVE THEM SOME TIME.

This project is one that the Law Society of Manitoba is very committed to in the public interest. Many long hours of planning and labour have gone into its creation. Our Director of Professional Education and Competence, Sheila Redel, was seconded to this project for two years and has returned to us as the specific author of this work. We are all grateful to her for all of the determination, extra effort and commitment needed to bring this project to life.

Now, she and Brenda Silver, our Deputy Director of Professional Education, will join with their associates to the west in nurturing this child through these formative years. We owe a big "thank you" to them and the many teaching volunteers involved in the program.

For those of us that are "still pre-occupied with 1985", let's give it some time. This is a positive step towards the future and one that deserves our support, patience and, if required, our assistance.

The Last Word on the Protocol

My Communiqué article of July, 2004 has certainly caught the attention of a few parties. One of the "Title Insurers" in the marketplace in Manitoba has taken issue with some of the content and embarked on a letter writing campaign to all of the Manitoba Benchers and to the Minister of Finance. The latter has recently corresponded to indicate that "any issues surrounding both title insurance and the integrity of the land titles system are significant to the Manitoba economy." Accordingly, Mr. Selinger has requested that the Justice Minister refer the issue to the Manitoba Law Reform Commission to undertake a review and provide

recommendations. We thank the Minister for the initiative and look forward to voicing our concerns to that commission.

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Benchers' Meeting Highlights

Allan Fineblit, Q.C.
Chief Executive Officer

The Benchers of the Law Society met on October 28, 2004 and welcomed the newly elected Student Bencher, **Kirstin Elgert**.

Manitoba's representative on the Federation of Law Societies' Council, **Tim Killeen**, reported on the activities of the Federation. **Bill Gange**, our representative on the Board of our reciprocal insurer, CLIA, reported on an application by the Law Society of Newfoundland and Labrador to join CLIA. The Benchers voted in support of that application.

The Benchers approved draft rules which will have the effect of moving the administration of reimbursement claims from the Discipline Department to the Insurance Department. This will enable claims to be settled faster using an insurance resolution model. Benchers also approved rules to permit claims under $25,000 to be resolved without involvement of the Reimbursement Claims Fund Committee. Since claims, thank goodness, are reasonably rare and claims over $25,000 even rarer, membership on the Reimbursement Claims Fund Committee shouldn't be a very tough job from now on. (I am fully aware that having uttered these words, I have probably attracted the "evil eye" and unleashed an unprecedented run of bad luck.

Benchers also approved in principle amendments to the Code of Professional Conduct to permit lawyers to receive referral fees from lawyers from other jurisdictions. The Benchers also clarified a rule that appeared (unintentionally) to require the names of all individual lawyers' law corporations to be disclosed on the firm's general letterhead. The amendments to the rules and Code, which were approved in principle, will be approved in final form at the next Bencher meeting and distributed to members at that time.

Benchers considered a monitoring report on the activity of the Legal Studies Department. The report included a detailed progress report on the new bar admission course (CPLED) and laid out the very ambitious plans for the Department, including the development and delivery of a new model of continuing legal education programming, efforts to harmonize re-entry to practice rules for lawyers across Canada, and an initiative to integrate libraries and CLE services. The report also described the agenda of the Admissions and Education Committee, chaired by **Rob Kozak**, including consideration of the certification of specialists and a discussion on mandatory continuing legal education.

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Allan's Odds and Ends

Allan Fineblit, Q.C.
Chief Executive Officer

I am someone whose job, in theory, should expose me to more than my fair share of lawyers doing bad things. In fact, it is just the opposite. Take note of the following:

- **Julius Grey**, who practises in Montreal but is a longstanding member of the Law Society of Manitoba, was recently awarded the Médaille du Barreau du Québec, the highest distinction awarded by the Barreau for his outstanding contribution to the profession and to Québec society;

- My old friend, **Jack London**, was recently awarded the Order of Canada;

- The very talented **Eleanor Andres** was named as one of Canada's representatives to the Procurement Working Group of the United Nations Commission on International Trade Law;

- Now you'd have to come up with something really special to top the remarkable Julius, Jack and Eleanor, especially if you find yourself living the quiet life of a new mom/crown attorney in The Pas, but it was no problem for **Catherine Hembroff**. She risked her own life to leap into the Saskatchewan River and rescue a drowning child she spotted in the river while riding by on her bike. Way to go Catherine!

More odds and ends...

- The Nova Scotia Barristers' Society recently hosted a dinner celebrating the 250th anniversary of their courts. And... commemorative events for the 50th anniversary of the Supreme Court in the Northwest Territories are scheduled to take place during the second week of March, 2005. To commemorate that event, the NWT Law Society and the CBA will be publishing a pictorial history. To that end, they are seeking early photos, memories and other memorabilia. Materials can be sent in care of the Law Society of the NWT, Box 1298, 5004 – 50th Avenue, Yellowknife, NT, X1A 2N9.

- Last issue I asked if anyone could explain why in 1970 there were so many Manitoba lawyers honoured at a dinner for those who practised 50 years or more (72 of them). The creative mind of **Wolf Riedel** suggested that it was a large cohort who had postponed their studies during World War I, but **Harold Buchwald** knew the answer. You see, Harold and **Bud Irving** chaired the committee that organized the dinner and Harold explains this

was the first 50 year dinner ever, so there was quite a backlog to clear up. Harold says they were inspired by a dinner a few years earlier honouring three Manitoba lawyers who had practised more than 75 years, **Eddie Bennest**, **Frank "Pop" Sutton** and **W.P. Fillmore**.

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Equity Ombudsperson:

Inclusive and Diverse Legal Workplaces are Good for Business Put it in Writing!

Brenlee Carrington Trepel
Equity Ombudsperson

An inclusive and diverse law office offers many benefits.

Some of them are discussed in a recent publication of the Law Society of Upper Canada entitled Guide to Developing a Policy Regarding Workplace Equity in Law Firms.

The publication quotes the Ontario Human Rights Commission's statement that "the best defence against human rights complaints is to be fully informed and aware of the responsibilities and protections included in the Code."

The publication goes on to state that "it is now well-established that the adoption of effective policies and procedures to promote equity and diversity and the design and delivery of education programs for employees and members of employment organizations such as law firms have the potential of limiting harm and consequently reducing liability of employers."

The Equity Seven: Seven Reasons to Implement Equity Policies

The Law Society of Upper Canada report espouses adopting written policies for a number of reasons:

1. Written policies encourage respect for the dignity of all staff and members of the law firm.

2. Written policies show that the law firm's management takes seriously its legal and professional obligations.

3. Written policies on workplace equity encourage respect for and acceptance of staff and members of the law firm from a diversity of groups, such as those protected under the (Manitoba) Human Rights code and the (Code) of Professional Conduct. In the context of employment, the Human Rights Code protects against harassment and discrimination because of race,

ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status, same sex partnership status or disability. The Human Rights Code and the Code of Professional Conduct also impose a duty to accommodate.

4. The existence of written policies allows the law firm to communicate its commitment to equity principles to people outside of the law firm, such as prospective recruits and clients.

5. Written policies minimize the risk of workplace harassment or discrimination and of harm to individual employees, as well as the risk that a law firm will be held liable for such unlawful harassment or discrimination.

6. Written policies on workplace equity issues help to attract gifted individuals from equity-seeking communities. The development of written policies may also assist in retaining lawyers who will thereby know that the firm is taking active steps to address their concerns.

7. Written policies may provide the necessary focus for education programs on preventing and responding to workplace harassment and discrimination.

The Equity Ombudsperson Can Help

Barriers to equality faced by women in the legal profession, notes the LSUC report, are multiplied for women who face additional forms of discrimination on the basis of race, ethnic origin, sexual orientation or disability. One way of removing the barriers, it's recommended, is to adopt model employment policies. (Visit the Law Society of Manitoba at www.lawsociety.mb.ca for some model employment policies)

The document concludes that law firms have a legal and professional duty not to discriminate on any of the prohibited grounds with respect to employment, which covers recruitment, interviewing, hiring, promotion, evaluation, compensation, professional development and admission to partnership. Discrimination in the practice of law breaches acceptable standards of professional conduct as well as provincial human rights law.

If your firm is considering implementing an equity policy, please give me a call and I'll be happy to assist. If you think you may be experiencing any form of discrimination or harassment—please call me and we can talk about it.

The Equity Ombudsperson can assist to resolve individual discrimination and harassment concerns: act as a sounding board in dealing with internal office concerns or complaints; assist in the resolution of conflict; provide educational seminars and speaking engagements about respectful workplace issues for legal offices; assist in the development and implementation of policies and procedures.

Contact Brenlee Carrington Trepel confidentially:

- in Winnipeg at 942-2002,
- or toll free from anywhere in Manitoba at 1-866-771-2002,
- by mail at P.O Box 2555-Station Main, Winnipeg, R3C 4B3,
- by e-mail at brenleecarrington@shaw.ca
- or by fax at 474-1161.

You can also visit our equity initiatives link at www.lawsociety.mb.ca.

Remember, all contacts are confidential and all service is provided free of charge.

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Membership Changes

The following members have voluntarily changed their status as indicated on the dates shown:

Practising to Non-Practising
September 1, 2004 Cary A. Schneiderat
October 1, 2004 Brad W. Evers
October 1, 2004 Ralph A. Chatoor
October 1, 2004 Samuel J.G. McLean
November 1, 2004 Cornelius (Neil) Enns

Practising to Inactive
September 17, 2004 Laurence J.P. Gillespie
November 1, 2004 Aaron M. London
November 1, 2004 Betty L. Gabriel

Non-Practising to Practising
October 1, 2004 Tanya L. Brothers
October 1, 2004 Karen W. Blicker
October 2, 2004 Sarah J. Lugtig

Inactive to Practising
September 1, 2004 Lana Viheriasalo
September 1, 2004 Nancy R. Zettler
September 28, 2004 Marcelle M. Marion
October 1, 2004 Rhian M. Opel
October 1, 2004 Kattie M. Ross
October 15, 2004 Doreen A. Redhead
October 19, 2004 Lori C. Dobbie

Transfer from Another Province
L. Dawn Adams of the Law Society of Upper Canada was called to the Bar of Manitoba on September 21, 2004 and is now entitled to practice law in this jurisdiction, having fulfilled the requirements of Rule 5-14.

Call to the Bar
Orlando M. Santos was called to the Bar of Manitoba on November 5, 2004 after successfully completing the requirements of the bar admission course and articling program.

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Federation of Law Societies Meets in Winnipeg

Lori T. Spivak
President, Federation of Law Societies of Canada

The Federation of Law Societies of Canada held its annual meeting in Winnipeg on November 5th and 6th. Lori Spivak, a Past President of the Law Society of Manitoba, was elected President of the Federation of Law Societies of Canada. Lori is the first Manitoba President since Don Little, who led the Federation in 1996/97.

The Federation has an ambitious work plan for the year ahead, including developing a model rule on conflicts of interest that meets the practical needs of clients and an initiative to explore the development of a national reimbursement fund.

The Federation meetings included a meeting of the Federation Council, a meeting of the CEOs from across Canada, and a meeting of the western and northern law societies to review progress on several joint ventures (harmonization of trust accounting rules, the Western Conveyancing Project, and CPLED – the new prairie bar admission course). There was also a one-day conference held in conjunction with the meetings focussing on prevention of lawyer theft and on the aftermath of the Supreme Court of Canada decision in Finney v. the Barreau du Québec. Over 75 law society presidents, vice presidents and senior officers were in Winnipeg and reported having a spectacular time, although many expressed disappointment at the lack of snow.

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Conveyancing Update

Marilyn Billinkoff
Deputy Chief Executive Officer

Restricted Lawyer Involvement in Title Insured Conveyances

The Law Society has received several phone calls about the Law Society Practice Notice, based on communication received from the Insurance Council of Manitoba, and published in the June Communiqué, advising that title insurance products may not be sold by lawyers.

Please be advised that the Insurance Council of Manitoba has not altered its opinion on this issue and the notice remains in force. Lawyers are cautioned against engaging in any activity that amounts to selling insurance without a license and should make sure that title insurance products are being sold to their clients through licensed insurance agents.

A copy of the notice can be found at www.lawsociety.mb.ca/notice_lsm_conveyance.htm.

Royal Bank of Canada Residential Mortgage Discharges

The Society has received notification from RBC Royal Bank that it will be changing its residential mortgage processes effective immediately. The RBC Royal Bank will now prepare and register all residential mortgage discharges throughout Canada, with the exception of the province of Quebec. This change will affect all residential mortgage transactions, including those where a lawyer is involved. The mortgage discharge fee, where applicable, remains unchanged, however the client will now be required to pay the registration fee prescribed by the Province of Manitoba. At this time RBC Royal Bank will not be registering discharges for collateral mortgages registered against residential property.

RBC Royal Bank has advised that this change follows an industry trend and is also intended to ensure the prompt registration of the discharge in circumstances where a mortgage is paid out without the involvement of a lawyer. Lawyers with any questions regarding the process changes, should contact RBC Royal Bank's Personal Service Centre at 1-877-359-4711.

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Protocol Update to Reflect Common-Law Partners' Homestead Rights

Kathleen Craton
Claims Counsel

With the coming into force of *The Common-Law Partners' Property and Related Amendments Act*, the rights of spouses under *The Homesteads Act* have been extended to both opposite sex and same sex common-law partners. The Western Law Societies Conveyancing Protocol has been updated to reflect those extended rights. The Protocol changes are essentially these:

- On a sale or mortgage of real estate, practitioners now have the task of identifying who, if anyone, has homestead rights that will be affected by

the disposition. (Only one spouse or common-law partner at a time will have rights in the homestead, and the amended *Homesteads Act* addresses the priority of successive homestead claims where a person has had more than one spouse or common-law partner.)

- The relevant homestead information needs to be affirmed by way of the client's Declaration as to Possession. Some alternate wordings are proposed in the sample Declaration at Schedule V to the Protocol.

- It will be the spouse or common-law partner with homestead rights who will need to provide Power of Attorney to the solicitor, to allow the Protocol closing to proceed.

These changes have been incorporated into the revised form of the Conveyancing Protocol you will now find on the Law Society's website To request a black-lined version highlighting the most recent amendments, e-mail Heather Vanrobaeys at hvanrobaeys@lawsociety.mb.ca.

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Articling Student Placement Program The Provincial Court of Manitoba, May 2004

Two Perspectives

The View From the Bench
by Chief Judge Raymond E. Wyant and Judge Howard Collerman

The intent of this initiative was to provide the articling student with a clear picture of the trial process as seen from the Court's perspective. An effort was made to impress the student with the importance of adhering to procedure in order to ensure a fair trial, to convey the methods by which the Court attempts to maintain its objectivity in all proceedings brought before it, and to underscore the importance of maintaining independence in the trial process. All this, while at the same time remaining pliable so the trial process could proceed in a just and meaningful fashion. The Court felt that providing an environment within which the articling student could better understand the decision-making process would offer her a solid footing upon which she could subsequently hone her skills through the experience offered in a private firm or Crown agency.

The members of the Court were canvassed and it was their opinion that the Articling Student Placement Program was a fascinating, exciting and very successful experiment; one, which we believe, benefited not only the student, but also the Court. We are hopeful that the program can continue and look forward to future participation of another suitable and willing student.

It is our pleasure to advise that this year's student participated with vigor and

commitment and portrayed a deportment and maturity which should make her, the Law School, and the Bar Admission Program, particularly proud. The judges were both engaged and energized by her performance. In addition, the commitment of her principal cannot be understated. This principal was prepared to sacrifice having the student work for him for four weeks because he recognized that he would get something immeasurable and invaluable back for his investment. We believe that the student's participation in this experiment will result in her being more confident, more poised, more knowledgeable and, simply, a much better lawyer as a result, regardless of the area of litigation she chooses to pursue.

A Student's Reflections
by Lori Anderson

When the call for an articling student to work in the Provincial Judges Court went out from the Law Society my principal, John Skinner, encouraged me to apply. The opportunity to spend time with the judges was too enticing to ignore. Spending a month with them was a way that I could gain an insider's perspective on the things that set them apart and the things that they valued in the people who appeared before them in court each day.

Observation was a central part of the month long experience. Chief Judge Wyant was particularly vigilant about ensuring that I was directed toward court proceedings that had the potential to teach me something. He really wanted me to have a good experience and see as much as possible. The Chief Judge made special efforts to keep my diary filled, even though the court schedule was constantly changing. Cases were chosen for their variety and degree of novelty, from bails to sentencings, preliminary inquiries, administrative hearings, a s. 810.2 recognizance hearing, or court at the Manitoba Youth Centre. A major ingredient in the selection process was the counsel who would be appearing. The judges would direct my attention to particularly effective counsel and try to schedule my time so that I would get to see the best of the profession. Prior to any observation of a court proceeding, I was given all the documents to read and prepare for what I would see. After each observation, the judge would sit down with me to talk about any issues and encourage me to ask questions.

The most important lesson I took from my experience is that we are all on display, all the time. During breaks in court, the public is watching. Because we become so comfortable at the courthouse, it is very easy to forget that we are being watched or that our behaviour matters.

Judges are formidable people. Couple that with the performance anxiety that new lawyers experience and there can be some very rough moments in the court room. The opportunity to spend a month shoulder to shoulder with Provincial Court Judges gave me some extra poise and taught me some grace, among many other lessons. Thank you to all who made this opportunity possible.

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Legal Fees Charged on Estates: Queen's Bench Rule 74.14

Sherri Jack
Director of Audit

Queen's Bench Rule 74.14 outlines specific requirements relating to legal fees which may be charged on estate matters. The Law Society's Audit Department has noted a continuing increase in the number of members' practices that do not comply with these rules. Specifically, the requirements of Queen's Bench Rule 74.14 appear to be an area which is misunderstood or disregarded by members.

If your practice includes estate work, you should be careful to familiarize yourself with these rules. For example, Queen's Bench Rule 74.14(4) limits the fees that a member may charge on an estate to the following amounts:

3% of the first $10,000.00	$300.00
2% on the next $90,000.00	$1,800.00
1% on the next $ 200,000.00 or portion thereof	$2,000.00
	$4,100.00

Over $300,000.00 by agreement or by application to the court.

Additional fees on amounts over $300,000 should be determined by the time spent, the complexity of the matter, the results achieved, and the value of the estate. Queen's Bench Form 74AA, which outlines the above tariff and provides other important information is to be provided to the personal representative and the residual beneficiaries. If the fees you propose charging fall outside the maximum fee allowed under tariff, you must obtain the consent of the personal representative and each of the residual beneficiaries. This includes estates where the aggregate value exceeds $300,000 and you propose charging over the basic amount of $4,100.00 as calculated above. Practice Direction 93-01 recommends that the consent of the personal representative and the beneficiaries be obtained in writing. Although there is no specific requirement to obtain the consents in writing, this is simply a good practice, should there be a dispute in the future.

The Law Society takes the position, that when obtaining consent to exceed the tariff, you should be careful to obtain the clients' "informed" consent. The Audit Department commonly notes instances where the member has obtained a signed release generally authorizing the member's fees, however, the release does not make mention of tariff, and the nature and amount of any fees exceeding tariff.

A couple of other points to remember:

Practice Direction 93-01 also indicates that the Discipline Committee is of the opinion that it is not appropriate to charge or withhold the higher fee prior to serving 74AA and obtaining consent.

You should also be aware that Queen's Bench Rule 74.14(5) limits the fees under sub-rule (4) to 40%, where the personal representative is a lawyer, a trust company, or the Public Trustee.

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Notice of Benchers Meetings

The next meeting of the Benchers of The Law Society of Manitoba will be held on **Thursday, December 16, 2004 at 12:30 p.m.** in the Society's classroom, 219 Kennedy Street, Winnipeg, Manitoba. Members of the Society are encouraged to attend and participate in the deliberations of the governing body.

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Outstanding Interest on Client Accounts

Pursuant to Rule 5-57 of the Rules of the Law Society of Manitoba, a lawyer is entitled to charge interest on unpaid fees, charges or disbursements where the lawyer and client have so agreed. Such interest is calculated from a date that is at least one month after the date the bill is delivered to the client. The rate of interest that may be charged shall not exceed the rate established under Section 161 of the Income Tax Act (Canada) on the date the bill is delivered. The interest rate effective for the period October1, 2004 to December 31, 2004 is 7%.

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Free Lunch

There are three terrific students enrolled in the CPLED program who still need articles for this year. Not only will you get a terrific student if you hire one, but I will buy you lunch, anywhere, any time….money is no object. If you're interested in knowing more about these students, contact Brenda Silver at 926-2024.

Allan Fineblit, Q.C.

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In Memoriam

Edward Bruce Parker who passed away on July 29, 2004 at the age of 57. Mr. Parker received his call to the Bar on June 30, 1977. He practised law as a partner with the firm Aikins MacAulay & Thorvaldson for 27 years. Mr. Parker was also involved in several charitable organizations, including Riverview Community Centre, Villa Rosa and the United Way.

Isaac Ray Johnston who passed away on July 31, 2004 at the age of 75 years. Mr. Johnston received his call to the Bar on September 30, 1955. He began his law career as a partner with the firm, Johnston, Johnston & Johnston (known today as Johnston & Company) in Dauphin, Manitoba. He practised law with this firm for 48 years until he was forced to retire in July, 2004 due to ill health. Mr. Johnston was an active supporter of his community and an avid sports fan.

Laurent Guillaume Marcoux, Q.C., who passed away on August 6, 2004 at the age of 78. Me Marcoux received his call to the Bar on September 23, 1953. He practised law in St. Boniface for 36 years until his retirement in 1990. Me Marcoux was appointed Queen's Counsel in 1969. He made a significant contribution to the French speaking community of Manitoba, serving as President of the Association des Commissaires d'écoles française du Manitoba, as Director of CKSB la radio-française and the Foundation CKSB, and was a founding member of the Club des hommes d'affaires de langue française du Manitoba. Me Marcoux also served as a Charter Member of the Cancer Foundation of Manitoba, Chairman of the St. Boniface and Misericordia Schools of Nursing, Director of the Family Bureau of Winnipeg, and was a member of the St. Boniface School Division school board. He was appointed to the Board of Directors of the Central Mortgage and Housing Corporation of Canada and was an Honourary Life Member of the Knights of Columbus.

Leonard Paul Elfenson, who passed on October 9, 2004 at the age of 79. Mr. Elfenson received his call to the Bar on June 25, 1974 at the age of 50. He began his legal career employed with the Neepawa Land Titles Office. In 1978 he was appointed Deputy District Registrar of the Boissevain Land Titles Office and in 1985 he joined the Winnipeg Land Titles Office as Deputy District Registrar. Mr. Elfenson retired from the WLTO in 1989.

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